

## **Bitterroot Job Service Employers Committee Meeting Minutes October 16, 2007**

***Present:***

Mark Seitz, First Security Bank  
Debbie Morris, Marcus Daly Mem. Hospital  
Skip Rosenthal, Ravalli County  
Becky Brough, Hamilton Schools  
Cindy Beck, Albertson's  
Tracy Klapwyk, Red's Office Supply  
Kathleen Cannon-Siegle, Bitterroot JSWC

Pat Easley, Bitterroot Chamber  
Patti Furniss, Bitterroot JSWC  
Vikki Bell, Ravalli County Bank  
Jess Lohse, Rocky Mountain Truss  
Rebecca Johnson, Apex HR  
Vickie Steele, Bitterroot JSWC  
Karen Thompson, BBIA

***Guest Speaker:*** Dave Laber, Business Advocate, Helena JSWC

***Introductions:*** Introductions were made with business affiliations.

***Minutes:*** The September minutes were approved as written.

***Treasurer's Report:*** Debbie noted the JSEC account balance as \$2,832.03 and the report was approved.

***Job Service Update:*** Patti mentioned that Justine Morris, previous Missoula JSEC chair and Account Executive with the TV News Channel in Missoula, would like to join our JSEC. A motion passed to accept Justine Morris as a new JSEC member representing the media. Patti will get an update on the S.A.F.E workshop (Domestic Violence in the Workplace) presented by Johnny Lee last week. She encouraged everyone to attend the Wendy Samson "employer panel session" tomorrow evening as the panel is giving up their time to benefit our local employers. Pat Easley commented that this seminar is about "business competition" not "big box store" issues. Patti reported that lawyers said our JSEC's are not under the State JSEC's umbrella. Possibilities include the Bitterroot JSEC's becoming non-profit status as a 501C3 or going through RC&D or RCEDA and Patti will provide more information next month.

***Soft Skills Workshop:*** Vickie Steele inquired if there will be an on-going amount designated to soft skills workshops from our JSEC each year. She is now presenting a soft skills class once a month. A motion passed to approve a \$250 donation each year. Mark Seitz offered to donate pens from First Security Bank.

***Mission Statement:*** Our mission statement, "**The Bitterroot JSEC exists to promote collaboration between the Job Service and Ravalli County employers.**" was approved by the committee.

***Seminars:*** Kathleen reported on Pat Bole's availability for a February presentation on IT security and identity theft. There was consensus that Thursday, February 28<sup>th</sup>, 2008 is the first choice preferred by our JSEC. Kathleen will follow-up and provide an update at our next meeting.

***Guest Speaker: Dave Laber*** presented a review of illegal discrimination: (a) disparate treatment (b) disparate impact and (c) retaliation. He provided handouts and noted changes this year with EEOC regarding caregiver status and responsibilities. Dave reviewed the Conviction EEOC Policy Statement on the Issue of Conviction Records under the Title VII of the Civil Rights Act of 1964. He cautioned the group about internet background checks, etc. where even a small amount of money changes hands which places you under the Fair Credit Reporting Act requirements. He distributed material on two websites where no money changes hands so that the Fair Credit Reporting Act does not come into play. Dave provided material on background checks, driving records, sexual or violent offender search, etc. There was a group discussion on the topic of illegal employment discrimination. The JSEC appreciated Dave's professional HR expertise and presentation. It appears Dave will be contacted by several JSEC members requesting future presentations.

Meeting adjourned.